

GENERAL LEAVE BUY BACK PLAN POLICY

The District will buy back unused General Leave for employees who retire from Gadsden Independent School District with at least 15 years of service with the District. The amount of the buy back will be calculated based on the following criteria:

- First 30 days of unused General Leave No amount will be paid to the employee
- 31 to 60 days of unused General Leave Amount to be paid will be at 50% of the current licensed teacher substitute daily rate of pay for any days over 30 up to the 60th day
- 61 to 90 days of unused General Leave Amount to be paid will be at 60% of the current licensed teacher substitute daily rate of pay for any days over 60 up to the 90th day
- 91 plus days of unused General Leave Amount to be paid will be at 70% of the current licensed teacher substitute daily rate of pay for any days over 90 days

After the second fiscal year following implementation of this plan, the impact on reducing general leave absences will be evaluated. If the impact of this plan has not reduced general leave usage by at least 20% then this plan terminates at the beginning of the third fiscal year following implementation.

This plan will apply to all employees as determined by the Superintendent of the District. Plan is effective upon Board approval and will apply to applicable employees whose retirement date is on or after the date of board approval.

Adopted: